

Fredrick Bremer Annual Governance Statement 2022-2023

Autumn 2023

1. The Board of Governors Sept 2022 – August 2023

Name	Type of Governor	Current Term of Office appointed	Current Term of Office expires
Stephen Armstrong	Co-opted governor	27 Jan 2019	26 Jan 2027
Khairul Aziz <i>Removed July 2023</i>	Co-opted governor	19 Sep 2021	18 Sep 2025
Melonie Crosdale	Co-opted Member	18 Nov 2020	17 Nov 2024
Mark Curtis	Co-opted governor	27 Jan 2019	26 Jan 2027
Daniel Garay	Co-opted member	26 April 2023	25 April 2027
Michelle Hegarty	Co-opted governor	27 Jan 2019	26 Jan 2027
Andy Homer <i>Resigned December 2022</i>	Co-opted governor	21 Jun 2020	20 Jun 2024
Dr Janet Hoskin <i>March 2023</i>	Parent governor	17 Nov 2020	16 Nov 2024
Philippa Ioannou	Parent governor	19 Jan 2022	18 Jan 2026
Jonathan Jeffries	Local authority member	30 Jan 2019	29 Jan 2023
Tamie Kyriakou	Staff (Teaching) Governor	08 Oct 2019	07 Oct 2023
Rachel Lampard	Co-opted governor	09 Oct 2019	08 Oct 2023
Cerys Normanton <i>Previously an Associate Governor</i>	Co-opted Governor	05 July 2023	4 July 2027
Heather Scott	Co-opted governor	20 Sep 2020	19 Sep 2024
Mel Sevinc <i>Elected May 2023</i>	Parent governor	22 May 2023	21 May 2027
Jenny Smith	Headteacher		Ex officio
Jo Skelhorne	Acting Headteacher (Jan-Feb 2023)		Ex officio

The Board of Governors conducted a skills audit in 2022. This demonstrated the diverse range of skills held by the Governing Body and was used to guide further recruitment and training for Governors.

2. Clerk to the Governors

Stephen Hillman, Governor Services, London Borough of Waltham Forest

3. Committees Sept 2022 – Aug 23

Terms of reference for the Committees are available on the school website and upon request.

Finance Committee (met 6 times)	SIP Committee (met 6 times)
Stephen Armstrong	Melonie Crosdale
Mark Curtis	Philippa Ioannou
Daniel Garay	Jonathan Jeffries
Michelle Hegarty	Tamie Kyriakou
Jenny Smith	Rachel Lampard
	Cerys Normanton
	Heather Scott
	Mel Sevinc
	Jenny Smith

Headteacher's appraisal committee	Appeals and Hearings committees
Michelle Hegarty	Minimum of three Governors subject to impartiality and availability
Melonie Crosdale	All governors
Rachel Lampard	

Link Governors	
Heather Scott	English
Stephen Armstrong	Maths
Mel Crosdale	Science
Mark Curtis	
Melonie Crosdale	Creative Arts
Rachel Lampard	Humanities (Geography and History)
Philippa Ioannou	Humanities (CPHSE, RS and Sociology)
Stephen Armstrong	Vocational Learning (Business/Computing/DT/PE)
Jonathan Jeffries	MFL
Cerys Normanton	SEND
Cerys Normanton	Pupil Premium
Jonathan Jeffries	EAL
Philippa Ioannou	Pupil and Parent Voice
Michelle Hegarty	Wellbeing
Michelle Hegarty	Safeguarding
Philippa Ioannou	
Melonie Crosdale	Attendance and Behaviour
Mark Curtis	Careers and Progression
Heather Scott	Governor Training

4. Attendance

Governor	Number of Full Governing Body meetings attended (met 6 times)	Number of Committee meetings attended	Number of visits to the school (Link visits or zoom link meetings, school events)
Stephen Armstrong	5	5	5
Khairul Aziz <i>Removed July 2023</i>	1	2	0
Melonie Crosdale	5	3	8
Mark Curtis	5	5	4
Daniel Garay	1	2	1
Michelle Hegarty	6	6	8
Andy Homer <i>Resigned September 2022</i>	-	-	-
Janet Hoskin <i>Resigned March 2023</i>	3	3	-
Philippa Ioannou	4	4	0
Jonathan Jeffries	5	5	6
Tamie Kyriakou	5	4	-
Rachel Lampard	6	6	21
Cerys Normanton	4	1	4
Heather Scott	6	6	2

5. Training undertaken by Governors

During the academic year, Governors have attended training provided by Waltham Forest and Barnardos, held online and as e-learning modules. When considering the skills and training Governors require, particular attention is given to the three key strategic core functions of the Board of Governors:

- Ensuring clarity of vision, ethos and strategic direction
- Holding the headteacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure its money is well-spent.

In the aftermath of Covid, we have given particular attention this year to the Governors' responsibilities in ensuring that children are safe in school.

This year all governors have completed training modules in Safeguarding and governance

In addition, individual governors have undertaken training in:

- Chairing Governing Bodies
- Preparation for Ofsted

- Headteachers' Performance Management and Appraisal
- An Introduction to careers provision in schools for Governors

6. Statement from the Board

The Governing Body strives to continue to support the work of the school. We have worked together in our strategic role:

- to ensure that children feel safe, valued and a full part of the Bremer community
- to ensure the clarity of vision, ethos and strategic direction
- to support the school as pupils and staff rebuild after the pandemic
- to ensure pupil attainment is monitored and maximised
- to oversee and approve the school's budget
- to approve policies and procedures

Governing body meetings have largely returned to in person, though hybrid options enable wider participation for governors who cannot attend in person.

We said goodbye to three long-term governors this year, and were pleased to welcome a new parent governor, a new co-opted governor and a new associate governor. Two of our associate governors last year were appointed to last year's outstanding vacancies as local authority governor and a co-opted governor.

The school has a system of "link governors" who have a particular responsibility for meeting with lead staff for particular areas to discuss priorities and resource provision, and to listen to pupils. This gives governors insight into key responsibilities or priorities and therefore enables the governing body to carry out its strategic role more effectively. This year we have added the following link responsibilities: Wellbeing and pupil premium. We also identified priority areas for visits, and instituted a new visits policy which will improve the consistency and effectiveness of visits. All governors are expected to visit the school once a term to meet with staff or pupils, and although this has not always been possible, we believe the new approach to prioritizing structuring visits will help. We look forward to being in school more regularly over the coming year.

We continue to review policies and procedures to ensure that these are fit for purpose and meet not only our legal responsibilities but also our vision and aims for the school and our pupils. The children and staff remain at the forefront of our decisions as we endeavor to provide the best educational environment for them.

We continue to monitor the school budget closely to ensure that the school can deliver and maintain its ethos with reduced funding and rising costs. Along with other schools, we are finding this increasingly difficult and are aware that we face a tough few years ahead. We endeavor to ensure that financial decisions are made in line with our school's values.

Core priorities for the School Improvement Plan 2023/24 are:

To create a culture where high aspiration and a growth mindset is expected, and everyone in our school community shares responsibility for our individual and collective success.

We will do this through

- Our individual learning
- Our collective classroom learning
- Our learning beyond the classroom

7. Meetings

The Full Governing Body, the Finance Committee and the SIP Committee each meet every half term. Other committees meet as required.

8. Other documents

Other documents available from the Governors' section of the school website:

The list of Governors

Meeting schedule

Register of Business and Pecuniary Interests